

WCJB-TV**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	22
2	Craigslist , Florida Url : https://gainesville.craigslist.org/ Job Listings Manual Posting	N	0
3	Employee Referral	N	15
4	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	20
5	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	19
6	Linked In	N	2
7	Santa Fe College Job Board 3000 NW 83rd St Gainesville, Florida 32606 Career Placement Manual Posting	N	0
8	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 N/A N.A Manual Posting	N	0
9	UF Job Board 1080 Weimer Hall PO Box 118400 Gainesville, Florida N/A N.A Manual Posting	N	0

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10	WCJB.com 6220 NW 43rd St Gainesville, Florida 32653 N/A N/A Manual Posting	N	0
11	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWEES OVER REPORTER PERIOD			78

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	UF College of Journalism and Communication Fall Career Day	On October 18, 2022 the station participated in a job fair held at the University of Florida. Participants from the station included News Director and News Operations Manager.
2	Gray Future Focus Internship program	WCJB operated its internship program for both university and community college students. During this reporting year, 8 interns participated in the program. They worked in various departments at the station including news, production, and creative services. They were supervised by the department managers.
3	UF College of Journalism and Communication Spring Career Day	On March 28, 2023 the station participated in a job fair held at the University of Florida. Participants from the station included News Director and News Operations Manager.
4	Mega Job Fair – Marion County	On February 23, 2023 the station participated in a job fair put on by our radio partners, and held at the College of Central Florida. Participants from the station included News Director and General Manager.
5	Formal Training Program	This year we rolled out formalized training modules for our new newsroom employees. Each position corresponds with a batch of training sessions with station subject-matter experts.
6	FCC's EEO Rules and Regulations Training	On April 20, 2023, our office manager participated in a training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein.